

**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2013**

AFSCME PROPOSAL – CONTRACTING OUT AND VOLUNTEERS

Proposed MEF language:

NEW ARTICLE CONTRACTING OUT AND VOLUNTEERS

Contracting Out

1. The City agrees to institute the competition policy when considering alternate service delivery (henceforth referred to as contracting out) of work that has been done customarily and routinely by bargaining unit members.
2. The City shall give prior written notice of all proposed contracts/calls for bid, RFP's to the Union. The Union may request to meet with the City about the proposed contract for services.
3. If the City determines that contracting out or alternative service delivery per the competition policy is a necessity, then bargaining unit members who are notified of layoffs, or released because of the contracting out, will have made available another vacant bargaining unit position for which the employee is qualified. The position will be offered at the same duration, percent time, and base rate of pay earned by the employee at the time of their release.

Volunteers

1. The City agrees that community volunteers or community volunteer groups will not be used to conduct work that has been done customarily and routinely by bargaining unit members.

Proposed CEO language:

NEW ARTICLE CONTRACTING OUT AND VOLUNTEERS

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